



# WASHOE COUNTY

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CM/ACM \_\_\_\_\_  
Finance JMM  
DA DWV  
Risk Mgt. N/A  
HR N/A  
Other N/A

## STAFF REPORT

BOARD MEETING DATE: August 23, 2016

**DATE:** August 11, 2016  
**TO:** Board of County Commissioners  
**FROM:** John Listinsky, Director of HR/Labor Relations  
328-2089, [jlistinsky@washoecounty.us](mailto:jlistinsky@washoecounty.us)  
**THROUGH:** John Slaughter, County Manager  
328-2000, [jslaughter@washoecounty.us](mailto:jslaughter@washoecounty.us)  
**SUBJECT:** Recommendation to approve a 32-day extension of existing Collective Bargaining Agreements beyond the current August 29, 2016 expiration date to September 30, 2016 as it affects NRS 288. (All Commission Districts.)

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### SUMMARY

The Department of Human Resources/Labor Relations is requesting approval of an additional extension of existing Collective Bargaining Agreements beyond the current August 29, 2016 expiration date to September 30, 2016 to allow the County and the Employee Associations to finalize labor agreements that were originally extended to address health benefit issues. Those issues were completed with the Board action of August 9, 2016, affirming health benefit plan design changes recommended by the Insurance Negotiations Committee.

**Washoe County Strategic Objective supported by this item:** Legal obligation to comply with our statutory mandate to engage in collective bargaining pursuant to NRS 288.

### PREVIOUS ACTION

The Board ratified Labor Agreements for the Washoe County Employees Association, Washoe County Supervisory Employees Association, Washoe County Nurses Association, Washoe County Supervisory Nurses Association, Washoe County District Attorney Investigators Association, Washoe County Supervisory District Attorney Investigators Association and the Washoe County Public Attorneys Association for the period of July 1, 2014 through June 30, 2015.

On June 23, 2015 the Board approved a 45-day extension of existing Collective Bargaining Agreements beyond the June 30, 2015 expiration date to August 14, 2015 in response to SB241 and the 2015 legislative session as it affects NRS288.

AGENDA ITEM # 5.F.

On August 11, 2015 the Board approved a second extension of existing Collective Bargaining Agreements beyond the August 14, 2015 extension date to September 11, 2015.

On September 22, 2015 the Board ratified Collective Bargaining Agreements for the period July 1, 2015 through June 30, 2016.

On June 21, 2016 the Board approved a 60-day extension of existing Collective Bargaining Agreements beyond the June 30, 2016 expiration date to August 29, 2016.

On August 9, 2016 the Board approved the FY16/17 Health Benefits Program and CY2017 Health Plans for employees, dependents and retirees.

### **BACKGROUND**

Representatives for the parties have engaged in extensive negotiations for successor Agreements since February 2016. The parties have not yet reached Tentative Agreement. In order to continue good faith bargaining and successfully conclude negotiations of successor Agreements; a 32-day extension is being requested.

### **FISCAL IMPACT**

Employee costs, at current salary and benefit levels, are incorporated in the Fiscal Year 2016/2017 budget.

### **RECOMMENDATION**

It is recommended that the Board approve a 32-day extension of existing Collective Bargaining Agreements beyond the current August 29, 2016 expiration date to September 30, 2016 as it affects NRS 288.

### **POSSIBLE MOTION**

Should the Board agree with staff's recommendation a possible motion would be: "Move to approve a 32-day extension of existing Collective Bargaining Agreements beyond the current August 29, 2016 expiration date to September 30, 2016 as it affects NRS 288."